
EFFECTIVE DATE

This policy shall become effective at 12:00 AM on September 17, 2024.

SUPERSESION

This policy hereby revokes and replaces the Kansas Gamma Chapter's POLICY ON POINTS SYSTEM, & REGALIA dated September 1, 2024.

MEMBERSHIP STATUSES

The points system shall divide the Chapter's membership into three tiers:

1. Inactive members
2. Active members
3. Outstanding members

Each member's eligibility for regalia shall be assigned based on their membership status at the time at which they apply for regalia during their graduation semester. The statuses shall also be used to track the Chapter's constitutionally defined active membership for the purpose of Chapter-wide voting on matters such as the ratification of Constitution ballots, amendments to the Bylaws, candidate and officer elections, or any other matters which must be voted upon by the Chapter's active membership per the Tau Beta Pi Constitution. For constitutional purposes, outstanding members shall be considered 'active' members.

ADMINISTRATION

The points system shall be administered via the Chapter's Canvas course. A custom grading scheme shall automatically assign membership statuses based on each member's total score out of 100% in the Canvas gradebook. Scores shall be calculated cumulatively across all periods during which the member has a student role in the Canvas course. Canvas roles shall be assigned in accordance with Chapter policies.

GRANTING & TRACKING POINTS

Points shall be granted via Canvas assignments including quizzes and graded surveys. Assignment groups shall be weighted as described herein. Attendance records from in-person events shall be maintained and made readily available in accordance with Chapter policies. Members shall receive full credit for an attendance-based Canvas assignment if they were present at its respective event and zero credit if they were absent. 'Graded surveys' shall be automatically graded by Canvas, and members shall receive full credit for each graded survey upon submission. If an elected officer is not re-elected after completing their full term of office, then they shall receive full credit in the respectively named assignment group for former officer credit, which is discussed further in the commentary.

CUSTOM GRADING SCHEME

Membership statuses shall be automatically assigned based on members' total Canvas course gradebook scores, and shall be defined as follows, with 'X' representing a member's total gradebook score:

$00.00\% \leq X < 33.33\%$	=	Inactive
$33.33\% \leq X < 66.66\%$	=	Active
$66.66\% \leq X$	=	Outstanding

GRADE WEIGHTING

To achieve both goals set forth in the commentary and to provide credit for former officers as discussed in the commentary, group weights shall be set as follows:

ATTENDANCE – Initiations, signature socials, & Chapter banquets	20%
ATTENDANCE – Engineering Futures seminars	15%
ATTENDANCE – College service events	10%
ATTENDANCE – Community service events	35%
ATTENDANCE – Executive meetings	10%
ATTENDANCE – Other events	20%
GRADED SURVEYS – Questionnaires	10%
GRADED SURVEYS – Candidate elections & officer elections	20%
GRADED SURVEYS – Constitution ballot ratifications	10%
<u>Credit for former officers</u>	<u>33.33%</u>
Total	183.33%

ELIGIBILITY FOR REGALIA

Headquarters has been instructed to restrict purchases so that regalia may only be purchased by or through the Chapter. Access to regalia is the primary reward governed by the points system and shall be determined by membership status during each member's graduation semester.

Inactive members shall be eligible for no rewards and shall not be permitted to purchase or wear any Tau Beta Pi regalia. Active members may wear graduation tassels and honor cords, which they may purchase from the Chapter. Outstanding members shall receive free honor cords from the Chapter and may also purchase tassels from the Chapter. Only active or outstanding members who have served or are serving as Chapter officers shall be eligible to wear stoles, which may be purchased from the Chapter.

REGALIA PURCHASES, REQUESTS, & DISTRIBUTIONS

The Chapter shall maintain a reasonable stock of cords to be granted to or purchased by outstanding or active members, respectively. The Chapter does not stock stoles or tassels, and

requests for these items shall be made at the beginning of the semester of graduation. Every request shall be accompanied by a full non-refundable payment, and the Chapter shall not order stoles or tassels until the requestor has paid in full. No regalia will be distributed before the first day of the last two full weeks of graduation semesters. Either the Membership & Regalia Committee or its advisor shall collect payments, issue receipts, and distribute regalia.

REGALIA REFUNDS

Should an active or outstanding member place a regalia order and then finish their graduation semester with inactive status, they will not be eligible to receive said regalia. They will not be eligible for a refund, for the Chapter purchased regalia, per their request, in exchange for the consideration that said member would fund the regalia order and would also maintain at least active member status for the rest of their graduation semester.

Time is of the essence with respect to order requests. Should a member make an order request for a stole or tassel after than the eighth week of their semester of graduation, they will not be eligible for a refund if their ordered regalia does not arrive before their graduation ceremony. The Chapter will exert reasonable effort in delivering to them any regalia which arrives after graduation.

The Chapter will refund the cost of any regalia ordered during or prior to the eighth week of a member's graduation semester that is not delivered to the Chapter before their graduation ceremony.

QUESTIONS & CONCERNS

Any member with concerns or questions about the points system shall first contact the Chapter president to seek answers or resolutions. If they are unable to reach the president, or to find a resolution with the president, then they shall contact the Chapter's chief advisor.

COMMENTARY ON PURPOSE

PURPOSE: The Kansas Gamma points system intends to provide a long-term solution to the issue of low general member participation in Chapter events and operations by incentivizing active membership. The system is not intended as a means of forcing members to participate. The system is not intended as a punishment for low participation. It is meant to incentivize participation and to protect the symbolic value of Tau Beta Pi regalia so that it will represent distinguished scholarship, exemplary character, and dedication to the success of the Kansas Gamma Chapter in the pursuit of its mission. Regalia is a reward granted at the Chapter's discretion. Students understand that professors do not grant A's in exchange for minimal effort. Similarly, the Chapter will not allow its members to wear regalia in exchange for completing only their candidacy requirements. Members should recall that during their initiation ceremony they each took an oath to heartily perform their duties both to their Chapter and to Tau Beta Pi, and to preserve the continuity of their Chapter, so that future students may be honored just the same. Ergo, the points system purely incentivizes members to uphold their oath.

COMMENTARY ON WEIGHTED ASSIGNMENT GROUPS

In the Chapter's Canvas course, points-based assignments are subdivided into individual weighted categories, or *assignment groups*, for two reasons: Firstly, for the Chapter to maintain an active appearance, it is imperative that members physically participate in at least one Chapter event per semester, on average, to maintain active status. Secondly, active participation in certain events is paramount to fulfilling both the Chapter's objectives and its obligations to the Tau Beta Pi Association. Therefore, Canvas assignments are grouped and weighted as defined herein based on their importance regarding the Chapter's mission. Two front-of-mind goals guided the selection of group weights:

1. The points system must allow inactive members to work their way up to active status.
2. The system must not allow one to gain points too easily, as that could lead to high initial participation followed by little to no participation.

The importance of the first goal is that the points system exists to incentivize every member's participation, so all inactive members must have the opportunity to elevate their status. Otherwise, the points system will fail to incentivize their participation. The importance of the second goal is that the points system must not let members stock up on points too easily, because then, they won't be incentivized to participate during their final semesters, when they have earned enough points to withdraw without consequence like a bear entering hibernation.

COMMENTARY ON FORMER OFFICER CREDIT

When the points system was implemented in spring 2024, it was unclear how the system would reward former officers for their service upon their return to general membership. There were a few trains of thought: On one hand, it seemed unreasonable to credit former officers just for holding a position. At that time, there was no set number of officer positions, and some of the

many officers were putting forth less effort than key general members. On the other hand, there were also officers who put forth much effort and had a positive impact on the Chapter. To rectify the issue of low officer participation, a policy was passed in spring 2024 which created two classes of officers and limited the total number of elected offices to seven, excluding advisors.

Many of the elected officers from the 2023-2024 term did not seek re-election, and one raised a concern about their membership status upon returning to general membership. Having no policy to follow, the Chapter chose to retroactively grade each of the attendance-based assignments, along with the officer/candidate election assignments for each of the former officers. Doing so was tedious, but it was the most reasonable solution. Provisions were then added to this policy on September 1, 2024, so that former elected officers would receive credit in a new assignment group worth 33.33 percentage points. Therefore, former elected officers would have active membership status by default in recognition of their service to the Chapter.

COMMENTARY ON SELECTION OF GROUP WEIGHTS

- Initiation ceremonies / signature socials / Chapter banquets and community service events are heavily weighted because it is vital for members to attend them. Without members present, candidates will continue to form subconscious beliefs that these events are purely part of the initiation process, and that general members need not attend.
- Engineering futures has its own category because it is a beneficial professional development opportunity and because the Chapter must meet attendance requirements per the Association's policies.
- Elections and Constitution ratifications are standalone categories because the Chapter is constitutionally required to have its active membership vote on those matters.
- The executive meetings category incentivizes all members to attend executive meetings, but primarily exists to recognize the dedication of appointed officers who regularly attend meetings.
- Other events and questionnaires serve as catch-all categories in which social events and miscellaneous Canvas surveys fall. Many events will be added to the other events category each semester, so it is unlikely for members to score very highly in it. Canvas surveys require zero physical effort and can be completed anywhere, so it is assumed that members wishing to maintain active or outstanding status will complete all surveys.

COMMENTARY ON INHERENT FLEXIBILITY OF THE POINTS SYSTEM

Categories are weighted by importance and allow members the flexibility to decide how they want to earn their desired course grade. A few examples of this flexibility are provided below.

Example 1 - A member who wishes to be active may complete all Canvas surveys in the questionnaire category, vote on all candidate elections in their respective category, and attend only initiation ceremonies as their in-person events.

Example 2 - A member wanting to graduate with outstanding membership status may choose to attend all executive meetings, vote on all Canvas surveys, and attend one community service event per semester as well as Engineering Futures.

It is up to each member to decide what status they wish to achieve and how they plan to earn their desired grade. Each member is a high-achieving engineering student capable of determining a winning strategy.

Canvas scores are calculated out of 100%, which may be aptly thought of as 100 percentage points. During periods when constitutional ballots are cast, members may score as many as 150 percentage points throughout their tenure (they only need 66.66 points to achieve outstanding status). If no said ballots are cast, then members may score as many as 140 percentage points during the same period. 140 points is more than double the average score a member would need to achieve by their final semester to graduate as outstanding. Therefore, a member who is part of the Chapter for four full semesters and does not participate at all during their first two full semesters could still become an outstanding member by graduation if they work extremely hard and fully participate for two semesters.

Conversely, if the same member had a perfect participation rate over their first two full semesters, then they could 'retire' over the second two semesters. However, said member's contributions towards improving Chapter culture over their first two semesters would likely be so significant that it would be acceptable for them to take time off at that point. Neither of these extreme examples are very likely, and it would be difficult, if not impossible, to score a perfect score in every category.